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SCHOOL & MASS EDUCATION DEPARTMENT

RESOLUTION

The 6th August, 2013

Subject : Guidelines for engagement of Sikshya Sahayaks.

The Right of Children to Free and Compulsory Education Act, 2009 came into force with effect from 1st April, 2010 (hereinafter called the said Act).

In accordance with the provisions under section 38 of the said Act, the Odisha Right of Children to Free and Compulsory Education Rules, 2010 (hereinafter called in the said rules) has been notified by the State Government vide Notification No. 17291/SME., dated the 27th September, 2010 and came into force with effect from 18th October, 2010.

The said Act proposes to provide free and Compulsory Education to every child of the age group of 6 to 14 years.

Section 8 (g) of the said Act, stipulates that the State Government shall ensure good quality Elementary Education conforming to the standards and norms specified in the schedule.

In pursuance of Section 23 of the said Act., the National Council of Teacher Education (NCTE), being the Academic Authority had laid down the minimum qualifications for a person to be eligible for appointment as a Teacher in classes I to VIII vide Notification No. 215, dated the 25th August, 2010. Keeping in view the provisions of the said Act and rules and the guidelines issued by the National Council of Teacher Education (NCTE) being the Academic Authority, Government had issued the Resolution bearing No.587/SME., dated 10th January, 2011 in supersession of this Department Resolution No. 18536, dated the 19th November, 2009, No.673/SME., dated the 10th January, 2008 No. 11676/SME., dated the 31st May, 2006 and Corrigendum

No.20000/SME., dated the 12th October,2006 and Resolution No.22438/SME., date the 14th November,2007 & Addendum No.3817/SME., dated the 26th February, 2009 prescribing the guidelines for engagement of Sikshya Sahayaks.

The NCTE have revised the minimum qualifications for a person to be eligible for appointment as a teacher in classes I to VIII vide Notification No. 158, dated the 2nd August, 2011 by way of amendment to the Notification No.215. dated the 25th August, 2010. Guidelines for conducting Teacher Eligibility Test (TET) has been prescribed by NCTE vide letter dated the 11th February, 2011, since passing TET is one of the essential conditions for a person to be eligible for appointment as teacher in any of the schools referred to in clause (n) of Section 2 of the said Act. Accordingly, guidelines for conducting Odisha Teacher Eligibility Test (OTET) has been formulated vide Resolution No. 14302/SME., dated the 4th June, 2012.

In this view of the matter, Government have been pleased to issue the present resolution in supersession of the previous resolution (s) keeping in view the guidelines time to time issued on the subject.

1. That, all the functions of Elementary Education will be transferred in phases to Zilla Parishad and other Panchayati Raj Institutions.
2. That, the engage shall be called as Sikshya Sahayaks (SS) and the engagement is coterminous with that of Sarva Sikshya Abhiyan Scheme.
3. That, engagement of all Sikshya Sahayaks (SS) will be made by respective Zilla Parishads on need basis under each category i.e. Graduate with B.Ed., Higher Secondary (+2 or its equivalent) with C.T. under the programme of Elementary Education, Sarva Sikshya Abhiyan (SSA) for implementation of the said Act.

4. ENGAGEMENT:

- 4.1. Sikshya Sahayaks (SS) will be engaged in each Revenue District by the respective Zilla Parishad by a Selection Committee to be headed by the Collector-cum-Chief Executive Officer, Zilla Parishad as Chairman and District Education Officer, All the Block Education Officers of the District, District Project Coordinator (SSA), District Employment Officer and the District Welfare Officer as members. The District Project Coordinator (SSA) will act as Convener of the Committee, who shall prepare the draft select list and place the same before the Zilla Parishad with due approval of Collector-cum-CEO, ZP. The final selection will be made by Zilla Parishad within 15 days at the maximum. In case the Zilla Parishad does not finalise the select list within the stipulated time, the draft select list submitted with due approval of the Collector-cum-CEO, ZP will be deemed to be approved.

4.2. Vacant posts as well as newly created posts in the elementary schools on account of opening of new Primary / Upper Primary Classes or due to Up-gradation of existing Primary Schools to Upper Primary Schools or opening of Class-VIII by way of up-gradation of existing Upper Primary Schools shall be filled up by the eligible candidates under each category having the qualification as mentioned under Para-6.1.

4.3. Selection shall be made only on merit i.e. on the basis of percentage of marks.

- (a) In case of candidates having qualification of Higher Secondary (+2 or its equivalent) with 2 years Diploma in Elementary Education (C.T.)/ 2 years Diploma in Education (Special Education), the percentage of marks secured by the candidates in HSC examination + percentage of marks secured by the candidates at Higher Secondary (+2) examination + percentage of marks secured in the 2 years Diploma in Elementary Education (C.T.)/ diploma in education (Spl. Education) examination as the case may be shall be considered.

In respect of untrained candidates having qualification of Higher Secondary (+2 or its equivalent) the percentage of marks secured in HSC examination + Higher Secondary (+2 or its equivalent) examination shall be considered.

- Explanation:**
- (i) For the purpose of equivalency of Higher Secondary (+2), examinations conducted by the institutions declared equivalent by the Council of Higher Secondary Education, Odisha shall be considered.
 - (ii) For the purpose of equivalency of two years Diploma in Elementary Education (C.T.), examinations conducted by the institutions declared equivalent by the Board of Secondary Education, Odisha shall be considered.
 - (iii) For the purpose of two years Diploma in Education (Spl. Education), a course recognized by Rehabilitation Council of India (RCI) shall be considered.
 - (iv) The marks secured in 4th optional or extra optional subject in HSC examination/Higher Secondary (+2) examination is to be deducted from the total marks for arriving at the effective percentage of marks.
 - (v) In case of compartmental examination the fail marks secured in the subject(s) is to be deducted from the total marks and pass marks of the compartmental examination shall be added to the total marks for arriving at the effective percentage of marks.

(b) In case of candidates having qualification of graduation with B.Ed. the percentage of marks secured by the candidates in HSC examination + percentage of marks secured by the candidates in pass/Hons. subjects + percentage of marks secured in the B.Ed./Spl. B.Ed. examination shall be considered.

In case of untrained graduate candidates, percentage of marks secured in HSC examination+percentage of marks secured in pass / Honours subjects shall be considered.

Explanation: (i) For the purpose of degree in teacher education (B.Ed.), B.Ed. degree of other universities declared equivalent with corresponding degree of the universities of Odisha and a course recognized by the NCTE shall be considered.

- (ii) While calculating percentage of marks of pass students marks obtained in pass subjects will be considered for calculation of percentage.
- (iii) In case of Honours students, marks obtained in Honours subjects will be considered for calculation of percentage.
- (iv) For the purpose of Calculation of % of marks, marks secured in extra optional / Ancillary / foundation courses are to be deducted from the total marks.

(c) In case, two or more candidates secure the same marks, the candidates older in age and if ages are same, the candidates passing High School Certificate Examination earlier will be placed above the other in the select list.

4.4. The select list for each Revenue District will be valid for a period of one year from the date of its final publication or till next advertisement whichever is earlier.

4.5. Orders of engagement shall be issued by the Zilla Parishad through it's CEO.

While issuing the engagement order the respective CEO Zilla parishad will exhaust the list of selected trained candidates of the required category first and thereafter if need be he/she will fill up the remaining vacancies from the list of selected untrained candidates as per the qualification at Para. 6.3 subject to conditions of grant of relaxation permission granted by Government of India.

4.6. The engagement will be on annual contract basis. Contract will be renewed in subsequent years depending on the performance of the candidate. While renewing the contract of the Sikshya Sahayaks (SSs), the Zilla Parishad/Collector-cum-CEO, Zilla

Parishad must ensure that the School Managing Committee of the concerned school has given positive certificate in his/her favour about regular attendance and satisfactory teaching and the S.S. abide by the terms and conditions of engagement order and contract. The Sikhya Sahayak (SS) can be removed from engagement with a prior notice of 30 days, if she/he violates the conditions of the contract on the basis of adverse report of the School Managing Committee i.e. on unauthorised absence / misconduct / involvement in criminal cases.

5. MODE OF APPLICATION :

5.1. Application will be submitted through online.

5.2. A candidate may make an application in any Revenue District of the State irrespective of his / her home Revenue District subject to condition that he / she shall apply in respect of one Revenue District only.

5.3. The candidate shall have to furnish an affidavit / undertaking to the effect that he / she has not made application for engagement of Sikhya Sahayak in any one Revenue District other than the Revenue District applied for. If, on verification it is found that the candidate has applied in more than one Revenue District for engagement as Sikhya Sahayak, his / her applications shall be rejected without assigning any reason thereof .In case of submission of defective affidavit/ undertaking the application shall also be rejected.

5.4. The candidates shall have to furnish a copy of the Employment Exchange registration card to the effect that she/he has registered his/her name in any Employment Exchange in the State at the time of verification of certificate.

6. ELIGIBILITY :

6.1. Category-1:

- (a) Higher Secondary (+2 or its equivalent) with at least 50% marks and 2 years Diploma in Elementary Education (CT).

OR

Higher Secondary (+2 or its equivalent) with at least 50% marks and 2 years Diploma in Education (Special Education)

OR

Graduation and 2 years Diploma in Elementary Education/ 2 years Diploma in Special Education.

AND

- (b) Pass in the Odisha Teacher Eligibility Test (OTET-Category -I)

- (c) Candidates must have Odia as MIL up to class-VII or pass in Odia language test equivalent to ME standards conducted or declared equivalent by BSE (O) .

Category –2 :

- (a) Graduation with at least 50% marks and 1 year Bachelor in Education (B. Ed.).

OR

Graduation with 50% marks and 1- year B.Ed.(Special Education)

OR

Higher Secondary (+2 or its equivalent) with at least 50% marks and 4 years B.A. Ed./ B.Sc.Ed.

AND

- (b) Pass in the Odisha Teacher Eligibility Test (OTET-Category -II)

- (c) Candidates must have Odia as MIL up to class-X :

Provided that relaxation of 5% in minimum qualifying marks in Higher Secondary (+2) or in graduation level, as the case may be, shall be allowed to the candidates belonging to SC, ST, OBC / SEBC category:

Provided further that if trained candidates having the above percentage of marks in Higher secondary (+2) or in graduation level, as the case may be, are not available and posts remained unfilled, trained candidates having the minimum percentage of marks prescribed at the time of admission in teacher education courses with OTET pass shall also be considered for engagement .

6.2. In case trained qualified candidates of above categories are not available, the State Government shall request the Central Government for relaxation of the prescribed minimum qualification as laid down by the academic authority for engagement of Sikshya Sahayak (teachers) in accordance with the provisions under Section 23(2) of the said Act, read with rule 16(2) and (4) of the said Rules. The candidates having requisite academic qualification without training qualification with OTET pass may be considered for engagement only on the basis of qualification so relaxed by the Central Government.

6.3. The untrained candidates having the requisite academic qualification required for teacher's training courses as decided by NCTE from time to time and passing of OTET may only be eligible for engagement.

6.4. Untrained candidates selected as per the relaxed standard shall have to furnish an affidavit at the time of engagement to the effect that they shall acquire the required training

qualification within the stipulated period in accordance with the provisions of the Act or as decided by the Govt. of India from time to time. Candidates unable to acquire the training qualification within the stipulated period shall be disengaged automatically.

6.5. The other conditions stipulated under Para. 4(3) above shall be considered as eligibility of candidates.

6.6. In order to be eligible for Urdu, Bengali, Telugu C.T. Sikshya Sahayaks candidates must have passed Urdu, Bengali, Telugu as the case may be as MIL up to HSC standard. Since their engagement is likely to be held in the bilingual schools, such candidates shall produce a certificate from the Head Master of the concerned schools to the effect that she/he has passed HSC examination in Odia medium.

6.7. Candidates who are in employment shall furnish the copy of the no objection certificate issued by the employer at the time of joining.

7. AGE:

Candidates shall not be below 18 years of age and above 35 years of age. In case of SC/ST, Women, Ex-Servicemen & SEBC candidates the upper age limit may be relaxed by five years and incase of PH candidates the upper age limit may be relaxed by 10 years.

8. RESERVATION :

The Orissa Reservation Vacancies (in posts and services for ST & SC) Act, 1975 and rules made there under and such other principles of reservation as prescribed by the State Government, from time to time, shall be followed. Up to 33 1/3% posts will be reserved for women candidates. In case of PH candidates provisions contained in the Persons with Disabilities (Equal Opportunities, Protection of Right and Full Participation) Act, 1995 and G.A. Department Instructions thereof shall be followed.

9. ASSIGNMENT :

The Sikshya Sahayaks shall perform the following duties.

- (i) Teaching in the school shall be the main duty of the Sikshya Sahayaks.
- (ii) They must maintain regularity and punctuality in attending school.
- (iii) They must ensure completion of entire curriculum within the specified time.
- (iv) They must assess the learning ability of each child and accordingly supplement additional instructions if any as required.

- (v) They must ensure minimum level of learning (MLL) for the students as prescribed by the Competent Authority (School & Mass Education Department).
- (vi) They must ensure at least 90% attendance of the children in respective schools in all classes.
- (vii) They shall reduce the dropout of the children in school below 10%.
- (viii) They shall motivate the parents / guardians of the village in which Primary School is situated for enrolment of children within the age group of 6 to 14 years. It shall be his/her duty to contact parents / guardians in case children fail to attend classes regularly and get back such children to the classes.
- (ix) They will hold regular meeting with parents and guardians and apprise them about the regularity in attendance, ability to learn, progress made in learning and any relevant information about the child.
- (x) They shall perform all such other duties as assigned to them by the Competent Authority as and when required.
- (xi) They shall abide by the rationalization of teachers policy of Govt. as issued from time to time.
- (xii) Whenever applicable they will work under the administrative control of Head Pandit /Head Master or Head Mistress in-charge of the school to which he/she is assigned. They shall perform the duties as will be entrusted upon him/her by the concerned Head Pandit /Head Master or Head Mistress.
- (xiii) They may be assigned any other work in furtherance of the objective of universalisation of Primary Education//RTE Act by Chief Executive Officer, Zilla Parishad or any other authority as decided by Government in School & Mass Education Department from time to time.
- (xiv) The engagement shall be cancelled, if any fraudulent testimonial is detected in future , if he/she is criminally proceeded against.

9.1. The Sikshya Sahayaks (trained and un-trained) will get consolidated monthly remuneration as decided by the Government from time to time.

9.2. The untrained Sikshya Sahayaks will start getting the remuneration of trained Sikshya Sahayaks on acquiring training qualification.

9.3. The Sikshya Sahayaks (SS) would attend training programme as may be fixed by Government, from time to time.

9.4. The engagement would be on the basis of annual contact. In case Zilla Parishad decides not to renew the contract, appeal shall lie to the Government within three months of non renewal of contract.

9.5. The Sikshya Sahayak shall be eligible for casual leave of 12 days during one Calendar year. She/He shall not be entitled to any other authorised absence beyond the above mentioned period. If he/she remains absent with permission and if she/he does not have any authorised leave at her/his credit, the proportionate amount from consolidated remuneration shall be deducted.

9.6. Any Lady Sikshya Sahayak who is having less than two surviving children is entitled to avail leave on account of maternity as decided by Government from time to time.

9.7. The agreement as prescribed by the Government, between the Collector-cum-C.E.O., Zilla Parishad and Sikshya Sahayak (SS) is to be executed on stamped paper.

9.8. Funds as required for remuneration of Sikshya Sahayak (SS) for each district will be placed with the respective Zilla Parishads who shall pay to the Sikshya Sahayak (SS).

10. Decision taken in the matter of engagement of Sikshya Sahayak (SS) will also be applied *mutatis-mutandis* to the institutions looked after by the ST & SC Development Department.

This Resolution will take effect from the date of issue.

By Order of the Governor

USHA PADHEE

Commissioner-cum-Secretary to Government